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Fellowship and continued  
commitment to soil con-  
servation.



ASSOCIATION OF RETIRED SOIL CONSERVATION SERVICE EMPLOYEES

HISTORY OF ARSCSE

From Founding

1973

to

1993

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By

Melville H. Cohee

Historian



## PREFACE

Records show that various leaders of ARSCSE, some four or five years ago, started proposals for having a history of the organization. This subject came up repeatedly at meetings of the ARSCSE Governing Body. There was no opposition, but how to get it done and by whom was the big question. It emerged, in 1989 and 1990, that a Historian position should be established, and whomever would be selected to fill it would not only write the first history but would continue on with annals of ARSCSE.

In the meeting of the Governing Body, August, 1990, Salt Lake City, UT, actions were taken in establishing a "Historian" position, and to appoint Melville H. ( Mel ) Cohee as the historian. Previous correspondence by Cletus J. ( Clete ) Gillman, then President, with Cohee had won committment for acceptance to the appointment. Apparently there had been some consensus of opinions that "Mel" Cohee was well qualified for this job in view of accomplishments from his research project and accountings regarding "The Most Elder Former Soil Conservation Service Statesman". At the meeting of the Governing Body, August, 1991, Lexington, KY, action was taken causing the historian position to become a part of the governing body.

Special thanks are due to those who have assisted in supplying materials and information, and otherwise, essential in preparations of this History Of ARSCSE. They go to: Minot ( June ) Silliman, Jr. the Operative Co-Founder of this organization, for his wealth of information about its founding; "Clete" Gillman, past-President, for various items of historical signifance; A. A. ( Kling ) Klingebiel, past-President, for his library of ARSCSE News Letter(s) plus other significant documents; Lincoln F. ( Linc ) Gallacher, Secretary and Treasurer, for data and personnel records; Neil F. Bogner, past-President, who along with Gallacher and Gillman serve on the Historian's Advisory Panel that rendered assistance for this history undertaking; and, to Alvina Showers, a special friend, who assisted on much proof reading of various drafts of this treatise.

It should be noted that for appropriate chapters of this History Of ARSCSE, the "historical" approach followed is by its definition, "Noting or pertaining to analysis based on a comparison among several periods of development of a phenomenon". Interpretations of findings from analyses are made as a historical pattern appeared to emerge, and, accordingly recommendations are made for any befitting adjustments.

MHC  
3/26/93



## CONTENTS

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Preface	i
I. Historical Legacy For ARSCSE	1
II. Founding Of ARSCSE	3
III. Charter and Impacts	7
IV. First Year, 1974, A Strong Start	10
V. Governing Body	12
VI. Membership	15
VII. News Letter	17
VIII. Operations	24
Table - ARSCSE Governing Body Members	14
Table - Membership	16
Table - ARSCSE Financial History	27



## I. - HISTORICAL LEGACY FOR ARSCSE

Formation of the Association Of Retired Soil Conservation Service Employees (ARSCSE) has its basis in the Soil Conservation Service (SCS), which for some 38 years before had been a Bureau in the United States Department of Agriculture (USDA), established in federal government in 1889. SCS, as a permanent agency, was created by the Soil Conservation Act of April 27, 1935 (Public No. 46, 74th Congress). However, its direct predecessor, in general structure and operations, was the Soil Erosion Service (SES), in the United States Department of The Interior (USDI), established in federal government in 1849. SES was a temporary, emergency USDI agency created on August 25, 1933 under the Public Works Administration laws, funded under the National Industries Act of June 16, 1933, both parts of the massive program of President Franklin D. Roosevelt (FDR) to bring our country out of its terrible conditions of severe economic depression.

Not long after its creation, SES had hundreds of employees on its payrolls, and its professional status personnel force stayed with it when the agency was transferred into USDA on March 25, 1935. And, this personnel entered into SCS when one month later it became a permanent agency in USDA. Shortly thereafter all of the permanent employees of SCS were "blanketed" into Civil Service status of the Federal Government on 12/27/35.

The transfer of SES to USDA, and enactment of Public No. 46 establishing SCS, stemmed from a December 18, 1934 evaluation report on SES operations, including recommendations for its future, by a USDI appointed committee chaired by Ward Shepard, Bureau of Indian Service, USDI.\* In fact, this man, Shepard, was responsible for getting SES in the first place, through his professional friendship with President Roosevelt and close working relations with Hugh Hammond Bennett, then in the USDA's Bureau of Chemistry and Soils (CS), to become Director of SES followed by Chief of SCS. It is a point of great significance, by those who really know the history of SES-SCS, that in July 1933, Shepard, Bennett and Harry Hopkins, a close confident advisor to FDR and a very good friend of Shepard, met with President Roosevelt to gain approval and plan for starting SES. Bennett already knew how he wanted SES to operate when once designated as an established reality, and very briefly outlined such to FDR, also gaining his approval plus his upping the three million dollars asked for to five million dollars.

It was within two months following this historic July 1933 meeting with the President, that a comprehensive conservation program and plan for on-the-land actions were completed for the first USA watershed soil erosion control demonstration project, Coon Creek Watershed, Coon Valley, Wisconsin, and declared operative on October 10, 1933. The first farmer to sign an agreement with SES, covering his farm conservation plan, was in early November, 1933.

Bennett was number one, and the only SES employee on September 13, 1933 when appointed its Head; he had previously drawn heavily on a few personnel from the Bureau of Chemistry and Soils, USDA, at its soil erosion experiment stations, and from one Land Grant College (U. of Wis.) to develop details of his forthcoming SES program. The numbers of SES personnel, no more than 50 people with advent of the "Coon Valley Project", grew rapidly in 1933-34 and 1935-36; by June 30, 1934 SES employed 2200 professional staff persons. Many more demonstration projects and Emergency Conservation Works (ECW) with its Civilian Conservation Corps (CCC) required technical personnel to develop and guide the soil erosion control programs for such work areas. By April 1, 1934 SES had some 19 or 20 erosion control demonstration projects, and also the technical directing



for 22 ECW camps (CCC). With transfer to USDA it soon had such responsibilities for all ECW (CCC) camp areas in USA that worked on soil erosion control for agricultural lands. And, by December 31, 1935 they numbered 498 in operations, the largest number ever operating at any one time. Earlier, when SES had been transferred from USDI to USDA, on March 25, 1935, it had around 6000 technical staff personnel, and plus 23,500 Public Works Administration (PWA) workers on its payrolls; and it had 39 active demonstration projects, which grew to 176 in the next five years as such projects became nucleuses for some early soil conservation districts. By June 30, 1936 the SCS staff numbered 10,394; assigned throughout SCS's 147 demonstration projects, 48 nurseries, 23 experiment stations, 454 ECW (CCC) camps, and in 11 regional offices plus in the Washington, DC offices. The first soil Conservation District, established under State law, came on August 4, 1937, the Brown Creek Soil Conservation District, in North Carolina.

By June 30, 1955 employees in SCS numbered 14,492, including 12,492 full-time employees and 2481 part-time; primarily these persons were assisting 2654 soil conservation districts plus 28 other districts, in 48 States, Puerto Rico, the Virgin Islands, Hawaii and Alaska.

In 1990 the Soil Conservation Service (SCS) had 14,765 persons on its staff.

Axomatically, there could be no ARSCSE without the SCS. It is from this now large reservoir of SCS retirees that ARSCSE has drawn its membership; a legacy of highly skilled professional employees dedicated in the field of conservation with best uses of natural resources and environmental protection.

\* The December 18, 1934 report of Shepard called for the SES to be a permanent agency in the USDA under federal statutes, to discontinue demonstration projects, and work through locally governed "conservancy districts" established under state laws. As later exemplified, Ward Shepard was the conceptual 'Father' of soil conservation districts, organized and operated throughout the USA.



## II. - FOUNDING OF ARSCSE

### A. - Originator; concepts

Don A. Williams, SCS Administrator from 11/'53 until his retirement in late 1969, is the FOUNDER of the Association of Retired Soil Conservation Service Employees (ARSCSE). He was an engineer with SCS in the far northwestern states from its beginning before moving into responsible USDA positions in Washington, D.C. for three or four years prior to becoming head, SCS. During his reign as head of SCS, Williams displayed strong and wise leadership abilities and an affinity for SCS employees as a close knit, influential 'family' of efficient and effective personnel. After his retirement from SCS, Don Williams saw needs and possibilities to organize all of its retirees into a continuing unification whereby they could keep abreast of resources conservation happenings and have a means to keep knowing about each other. He also visualized that such an organization of SCS retirees could exert strong influences for continuation and expansions of secure conservation programs characteristic of SCS's history. Thus by Don's initiative, with close cooperation and much assistance from "June" Silliman, former SCS, who lived in the same apartment complex as Williams, an organizational move started, later to culminate in ARSCSE. This was 4½ years after Don's SCS retirement and when he had completed three assignments in India starting in 1969, as well as after he had done extensive visiting with SCS retirees all across the USA.

### B. - First Steps

Williams launched his first formal move toward 'an ARSCSE' with his letter of June 1, 1973, addressed to 1000 SCS retirees specifically stating that it "was by me and is being sent at my own expense". In his letter he relates that "Almost, without exception, you have inquired about SCS and its activities and problems. It is apparent to me that, after a lifetime career in a wonderful organization and activity, one cannot or does not want to forget it! Repeatedly I have been asked how 'we retirees' can keep better informed about what goes on in soil and water conservation and in SCS". Don's letter continues about some other organizations with writings about soil conservation but which could not be expected to "provide the real 'McCoy' from a non-governmental view for this 'particular audience'" (SCS retirees). This he says "brings me to the purpose of this letter and the enclosure." He sites examples of other governmental agency retirees who have their organizations: Forest Service, NARFE, Postal Service.

Then he alludes to the questionnaire enclosed with his letter (which essentially asks if they would be interested, have a publication, pay a small annual dues, if such an SCS retirees' organization were to start). He uses a reverse twist about responses: "Assuming that not less than 200 of you respond and that you say 'yes' x x x, then the matter MAY be worth pursuing. If so, it would be my intention to arrange an interim committee to appraise the situation, 'organize' if considered wise, and seek a manager-writer to do the work for a portion of the annual dues". He closes this June 1, 1973 letter with emphasis that if such an organization goes ahead, it "is not for my work or passtime; if it has merit, it is for YOU and the welfare of the agency and its work to which we have been so long dedicated. Nice to greet you all again and may God bless all of you".

### C. - Second Steps

There were something just over 200 definitely favorable responses to



Don's letter of June 1, 1973. More than 30 of them were from within the immediate Washington, D.C. area. A meeting date was set for August 23, 1973, in the apartment of Minot ( June ) Silliman Jr., 4901 Seminary Road, Alexandria, VA 22311; Don called half of the 30 and June called half to invite them to come. Those attending, and who constituted the 'interim committee' covered in Don's letter of June 1, were: Ogden W. Greene, H. L. ( Hal ) Jenkins, F. J. ( Joy ) Hopkins, Charles Koch, Charles Koechley, Paul Lemmon, B. O. ( Ben ) Osborn, E. J. ( Pete ) Peterson, J. B. ( Joe ) Rogers, Minot ( June ) Silliman and Don Williams, chairman. Unable to attend but much interested and considered as on the committee: Wallace ( Wally ) Anderson, A. A. ( Kling ) Klingebiel and R. D. ( Roy ) Hockenamith. This meeting on August 23, 1973 was a success and the 'word' was "GO".

the meeting there

Before, was a laborous task of composing and writing a constitution for this organization which also would give a name for it. Notes kept by Silliman clearly demonstrate that this became a draft after draft, name after name process, until finally there was satisfactions by the Founder, Don, and his close working associate, June, that the product was ready for distribution. Draft copy had been prepared for the August 23 meeting, on August 15 structured into format outline and typed by Silliman, then receiving considerable 'editing' plus more, by Williams. At that time three different name possibilities were considered: "Association of Retired Soil Conservation Employees", "Soil Conservation Service Retirees", or "Former Soil Conservation Service Employees Association". Notes of Silliman show that for the first of these potential names, the word 'Service' was added to give it what finally came out: "Association Of Retired Soil Conservation Service Employees" (ARSCSE). Following reviews by the interim committee, the constitution was ready for distribution with Don's second letter, dated September 10, 1973, addressed to those '200' SCS retirees who had favorably responded to his first letter of June 1, 1973.

In this second letter, after expressing disappointment in not receiving a healthier response from his first letter, Don tells about work of the interim committee and its request that he send this letter; a copy of the Charter was enclosed. He also gives names of retirees on the committee. He states dues charge to be \$6.00 payable before December 1, 1973 for the forthcoming year; and, that a "manager-editor" had been selected to work part-time if 200 retirees or more pay in dues, and that the interim committee will proceed in December with furthering organizational steps if 200 have paid dues. Furthermore, he states that if less than 200 pay, \$5.00 of each who did pay will be returned and the potential organization will be dropped.

Don's letter of September 10, 1973 gives the expected function for the Newsletter of ARSCSE: "It is suggested that newsletters might serve four functions, namely, (a) comments on going SCS programs and activities, (b) proposed changes in SCS functions by legislation, executive orders, etc., (c) personal news items about fellow retirees, and (d) suggestions of things retirees might do to help further conservation work and SCS interests. Obviously, to obtain news about others, it would be necessary for you to supply news about yourselves!" He ends his September 10, 1973 letter with statements that he will serve as 'Interim Chairman' until the next meeting of the committee in early December; respond to him before December 1 about "if you want in", send comments about the charter, send \$6.00, and include news items about you that could be used in newsletters. He also covers that "If the association proceeds as of January 1, 1974, it is hoped that you will have elected officers and have been supplied with a copy of the mailing list so that you can see who is missing among your acquaintances. Perhaps you can



encourage them to join the ranks of 'those who care' ! Best wishes -- and don't forget. Sincerely, Don A. Williams".

#### D. - Third Steps

Responses to that second letter (Sept. 10, 1973) were most satisfying. On November 7, 1973 Chairman Williams called for a meeting of the Interim Committee to be held on December 4, 1973 in Don's apartment #330, 5001 Seminary Road, Alexandria, VA 22311. This written notice was addressed to practically the same members of the committee as composed at its August 23 meeting. Those attending this Dec. 4 meeting were: Anderson, Lemmon, Greene, Peterson, Koechley, Hopkins, Hockensmith, Jenkins, Rogers, Williams, plus another coming for the first time, Harold Tower. There was, however, one not included, namely, "June" Silliman, who had moved to Illinois to his "The Timbers" farm two miles from Toulon; nevertheless, Silliman's outstanding contributions to formation of this fraternity were completed. He had over the previous nine months been a 'constant discussor' with Don Williams, had been the primary writer of important 'first, second, etc. drafts' of all instruments so germane to moving forward in the formative stages, in a sense he had been the 'pencil-pusher' and 'co-thinker' for Don Williams. Not only that, but he kept all papers and notes so that history might be known for facts. His absence must have been noticable, for in effect Minot ( June ) Silliman, Jr. could be attributed as the operative Co-Founder of ARSCSE.

Don Williams reported on this December 4, 1973 meeting in a written letter, undated but most probably in mid-December, 1973, again addressed to retirees. It would seem to be that probably the most important item in this report was the date for declaring establishment of the "Association Of Retired Soil Conservation Service Employees, on December 4, 1973" with his added statement: "So, the ARSCSE was born."

His report covers other actions: "Pending election of officers, the following will serve during the interim period; Roy D. Hockensmith, President, Wallace ( Wally ) Anderson, V. Pres. and Joseph B. ( Joe ) Rogers, Sec.-Treas", and that "an agreement was made with Harold L. ( Hal ) Jenkins to serve as the Manager-Editor with compensation of \$500.00 per year. The Association will be effective as of January 1, 1974 and the first bi-monthly newsletter will be issued about Jan. 15 and each two months thereafter or as special circumstances may warrant". This report is addressed to "Members And Affiliate Members" under letter-head for ARSCSE; therefore, it must have been assumed that all who had paid in their dues, and in accordance with the Charter were considered as members without any formal declaration of such.

This report of Williams also enclosed a ballot for election of officers and other governing body members, with names of candidates as proposed by the nominations committee: Ogden Greene, Paul Lemmon and Chas. Koechley. It was directed that the voted ballots were to be sent to J. B. Rogers, 2604 Midway St., Falls Church, VA 22046, by January 10, 1974. The report in its last part reads: "This has been an interesting and stimulating exercise for me to help launch an organization that I believe can help the 'cause' of sound conservation, our parent agency, and our country. Thank you, Don A. Williams." Thus, the Founder of ARSCSE bid his farewell to this heroic and beneficial effort on behalf of SCS retirees, but remained always available for consultation until his death.



No doubt other history will conclude that Don A. Williams carried out this founding of ARSCSE in the same driving dedication to resources conservation and all persons giving their career years to such a cause as did the Founder of SES-SCS, Dr. Hugh Hammond Bennett in initiating both of these agencies into farflung successful operations and importance. Later, Bennett was Founder of the Soil Conservation Society of America (now SWCS); he would have been proud of his prodigy, Don Williams, who admirably carried on SCS and then made it the 'parent' of ARSCSE, to which Bennett would have wholeheartedly subscribed.

#### E. - Fourth Phase

The election called for by Don Williams, in his last acts when reporting, in mid-December 1973, on the Dec. 4, 1973 meeting of the Interim Committee, was carried out in great style. Hal Jenkins, Editor-Manager of ARSCSE, issued its first News "Letter" Vol. 1, No. 1, January 1974. In the first line, first words are: "We're off and running." It carries results of the election (first ever for ARSCSE), and states that the nominations committee "has certified election of the following officers for ARSCSE: President, Roy D. Hockensmith; Vice-President, A. A. Klingebiel; and, Secretary-Treasurer, Joseph B. Rogers. Your Regional Representatives elected are: NE, S.L. Tinsley; South, J. W. (Joe) Martin; Midwest, William Russell; and West, Paul McGrew. They're the men who'll guide your new organization for the next two years."

This Newsletter also includes some very interesting, and now pertinent to historical information, such as: "this News Letter goes to 230 members"; "SCS fulltime employment will drop from a 1973 ceiling of 14,100 to about 13,000 by June 30, 1974, end of this fiscal year" -- other information carried allows tracing back that there were around 15,000 in 1966; and another nugget: "Bennett Award. We're proud of Don Williams, ARSCSE founder and former SCS Administrator, for winning the Soil Conservation Society's Hugh Hammond Bennett Award in recognition of distinguished service and international accomplishments in the conservation of natural resources". Another one: "A Warming Tale From The North Country. We thank Herb Flueck, former Minnesota STC, for relaying an article by George Peterson of the Minneapolis Tribune concerning a nostalgic trip Herb and Peterson made to the first Soil Erosion Service Demonstration Project, Coon Valley near LaCrosse, Wis., on the project's 40th anniversary. The conservation work of 40 years ago was virtually intact." In addressing Herb, an original cooperator, Elmer Manske, said; "There she is, just the way you laid it out." Elmer's son, Myron, now operates the farm. "Peterson wrote: Observing the well-being of the area, along with its enduring beauty, I realized anew the great work of the Soil Conservation Service."; and, another one: "Letter From Graham. Clyde Graham, '73, former Field Representative and director of the South TSC, reports: I think you fellows are doing an excellent job of getting the Association off the ground. I'm still semi-active, etc.".

And, so it was 'off and running', concluding this "Founding Of ARSCSE" section for the "History of ARSCSE".



### III - CHARTER AND IMPACTS

#### A.- Charter

The Charter composed by Founder Don Williams, and accepted by the early organizing committee, was adopted by the ARSCSE at its beginning. It has been ammended or changed, as recorded herein below. It has six major parts: Name, Purpose, Objectives, Membership, Governing Body, and Dues. (see "E." below).

B.- The first couple of lines in the Purpose section covers what immediately became a highlight interest for early members of ARSCSE, and became an attraction for prospective new members. It reads: "The purpose of the Association is to help its members keep in touch with each other x x x". This came about as members wrote about their activities, families, where they now lived, and continuing interests in soil conservation, sent it to the Editor of newsletter and it was published in the next issue of newsletter. Furthermore, ARSCSE directories developed by its govening body, typed or printed by the Editor and distributed to members, added to this "keep in touch with each other". The first newsletter and directory were issued in January, 1974.

C.- The seven parts in the Objective section have been used time and again when explaining to prospective members how the Association can be a pleasurable advantage to them. This is especially pertinent for subpart "(2) To provide items of interest to and about members as may be available including the exchange of ideas, activities and needs of SCS retirees"; and for subpart "(4) To provide a systematic communications system through a newsletter and other media to keep members informed on present and potential soil and water conservation activities carried out by the Soil Conservation Service".

D.- The Dues section calls for establishment "by the governing body for both Active and Affiliate members at the same rate to cover the cost of providing the communication, management, and incidental expenses of the Association". Founder Don Williams collected six dollars (\$6.00) from each retiree at the outset of his organizing advancements, who would be interested in forming the Association. However, in keeping with the Charter provisions, this almost immediately proved to be just about right amount, and the ARSCSE at its starting time, soon after Dec. 4, 1973, established a dues cost at six dollars (\$6.00) for each member. No information is available on any discussions for costs to Affiliate members at the outset, but records show they also paid six dollars.

#### E.-

#### CHARTER (original, 1973)

##### Name

Association of Retired Soil Conservation Service Employees:  
a nonprofit organization.

##### PURPOSE

The purpose of the Association is to help its members keep in touch with each other and with the Soil Conservation Service and its activities and to view conservation programs and problems from a non-government point of view so that the membership may be better able to assist the conservation effort.



### OBJECTIVES (To help carry out the purpose)

(1) To continue to support the concept of a technically sound, multi-disciplinary approach through a democratic process for the conservation and use of all soil, water, and related resources; (2) To provide items of interest to and about members as may be available including the exchange of ideas, activities and needs of SCS retirees; (3) To supply information whereby members, both individually and collectively, may encourage in appropriate ways soundly conceived and properly activated soil and water conservation programs at the local, state, and national levels; (4) To provide a systematic communication system through a newsletter and other media to keep members informed on present and potential soil and water conservation activities as carried out by the Soil Conservation Service; (5) To suggest opportunities for members to participate in activities that will facilitate technically sound soil and water conservation for all land uses; (6) To share experiences and opportunities among members through encouraging participation in and helping organizations (such as SCSA, SCDs, Retirees Orgs.) sharing complimentary objectives; (7) To recognize that, as a result of information received, the organization membership individually or collectively may support or oppose existing or proposed programs that affect the soil and water conservation interests of the Nation.

### MEMBERSHIP

The membership shall consist of Active (voting) members and Affiliate (non-voting) members. Former employees for a minimum of five years who are retired from the Federal Government are eligible for Active membership. Affiliate membership is open to present employees of SCS or those former employees not yet retired from the Federal Government and to other persons interested in the purpose and objectives of the Association.

### GOVERNING BODY

The governing body shall consist of a president, vice-president, secretary-treasurer, and one representative from each of the SCS regions elected by mail ballot. The governing body will select a Manager-Editor and advise him on policy matters. The president will arrange for communicating with members of the governing body and will appoint a nominating committee responsible for nominees for election by mail. The vice-president will serve in the absence of the president. The secretary-treasurer will maintain the official records of membership and finances. The regional representatives will maintain liaison with appropriate membership and officials in the states of their regions. The Manager-Editor will receive compensation as determined by the governing body from annual dues. Members of the governing body will serve for two years without compensation except for authorized association expenses.

### DUES

Dues will be established by the governing body for both Active and Affiliate members at the same rate to cover the cost of providing the communication, management, and incidental expenses of the Association.

12/31/73

### F. Major amendments to Charter

1. The most major change in the original Charter came in 1981. These amendments can be set forth, as herein below, in six parts:
  - a. Elected officers to be for a term of two years.
  - b. The Vice-President\* automatically to become President after serving his 2-year term as V-Pres.. (\* designated as "President-elect")
  - c. All members of the governing body (officers) to be elected by mail ballot.
  - d. In second year of his term, the President to appoint a nominations committee to arrange for the election.



- e. If an office becomes vacant, the governing body will name a person to serve the remainder of the term.
  - f. The appointee position of "Manager-Editor" made to become "Editor" ("Manager" was no longer included).
2. Starting January 1, 1978, the originally designated "Regional Representative" position was changed to "Regional Vice-President".
  3. In 1985, footnotes were added into the Charter, listing the four regions for each to have an elected Regional Vice-President.
- G. Type of "charter" as applied to ARSCSE
1. The authoritative, primary definition of the word 'charter', a noun, is: "a document issued by a sovereign or state, outlining the conditions under which a corporation, colony, city or other corporated body is organized, and define its rights and privileges"; and, "a document defining the formal organization of a corporate body; constitution". (from "The Random House Dictionary of The English Language")
  2. It is obvious that the Founder of ARSCSE did not have this type of charter in mind, that his prospective "non-profit" organization should be a corporation established under state law. The most usual form for such would have been to have a constitution, registered with a state, and having by-laws to guide its operations; any future changes in the constitution must be cleared with the state, but not so for the by-laws. There are no records available to provide any clues as to why the Founder and co-Founder in effect rolled together in one document, the Charter, what more commonly is found in the constitution and by-laws of an organization. Also, there are no clues as to why the word "charter" was chosen to guide ARSCSE. It is most probable that the Founder was familiar with other 'chartered' organizations similar in purpose to that he was striving to establish.
  3. It is also obvious that ARSCSE is a "member", dues paying organization, with voting rights so specified under the "Membership" part of the Charter and as specified to vote for election of its "governing body". However, no provisions are made on how to ammend its Charter. It can only be surmised that when ammendments have been made (see F.-1&2. above) the then governing body had all members called upon to vote because those SCS retirees were familiar with operations of the Soil And Water Conservation Society that does this in its operations. It would be most difficult to believe that the Founder of ARSCSE did not forsee the needs for changes in its Charter, but it is more likely that in the drive to start an ARSCSE this point simply was overlooked; and, no changes have been made in the Charter to add such provisions.
  4. That ARSCSE is, by its Charter, an unregistered, non-profit members organization, most probably does not protect it from scrutiny of state tax authorities. Its establishment is easily traced to within the state of Virginia. Even by its Charter it deals with money income and expense payments, e.g. dues and compensation, and subsequently ticket sales and food expenses, and other monetary transactions. It behooves the governing body of ARSCSE to operate in a business-like manner, with explicit records, much the same as if in fact it were a registered corporation.



#### IV - FIRST YEAR, 1974, A STRONG START

##### A.- Membership Solicitations

In February, 1974, President Roy D. Hochinsmith sent a letter to 1200 SCS retirees inviting them to become members of ARSCSE. He stated the purposes and objectives of the Association as covered in its charter. This same letter was used by succeeding Presidents for a few years, with only a few minor changes in it.

##### B.- Growth in Membership

Membership increased rapidly in this first year of ARSCSE. It went from 217 as of January 15, 1974 to 703 as of November 4, 1974. (Affiliate membership is not included in these figures.)

##### C.- Total Cash Worth Increased

As of January 3, 1974, Don Williams, ARSCSE Founder, who had handled all financial affairs during its organization, transferred \$1161.00 to the new Association's Sec./Treas., J. B. Rogers. Don had taken in \$1194.00 from 199 members, and affiliates, @ \$6.00 each, and had \$33.00 expenses for stamps and xeroxing.

As of July 3, 1974, balance on hand was \$1704.45. This came from total receipts to July 1 of \$3443.00, less 47 items of expenses of \$1738.55. (Assuming the amount transferred by Williams was a receipt, it means that actual growth in this first half of 1974 was \$543.45; a good growth.)

##### D.- Cost Change For System of Preparing Newsletter

In February, 1974, shortly after issuance of the first Newsletter, Editor, Hal Jenkins changed from use of stencils and mats to negatives from typed camera copy. This also allowed use of cheaper paper. It took some getting used to it by secretarial help, but once the system was fully installed, everyone was happy. The savings was \$16.00 per a six page issue. And, in March the first eight page issue of Newsletter was used. As circumstances warranted frequently later issues were eight pages.

##### E.- Leadership Expansion

In February, 1974, President Hochinsmith asked ARSCSE Regional Representatives (RR) to select a leader in each state to represent the Association. Through June, three RR's (Bill Russell, Midwest; Joe Martin, South; and, Paul McGrew, West) had appointed 28 state leaders. Later on, more state representatives were appointed by these three men, and by S. L. Tinsley, Northeast.

It is probable that Minot (June) Silliman, Jr., for Illinois, was the first state representative ever designated (by Bill Russell).

##### F.- First ARSCSE Annual Meeting, August 12, 1974

The Association held its first annual meeting on August 12, 1974, at Hotel Syracuse, in Syracuse, New York. It was in the hotel's Empire Room, and called "Annual Banquet Meeting", starting at 6:30 p.m.. Accommodations were reserved for 100-150 persons, and actual attendance was 116, who thoroughly enjoyed the cocktail period and the dinner program. To be sure, Don Williams was a featured speaker, as was Ken Grant, Administrator SCS. Pres. Hochinsmith did an outstanding job as leader and master of ceremonies. All through succeeding years the entitlement, "Annual Banquet Meeting" has been continued.



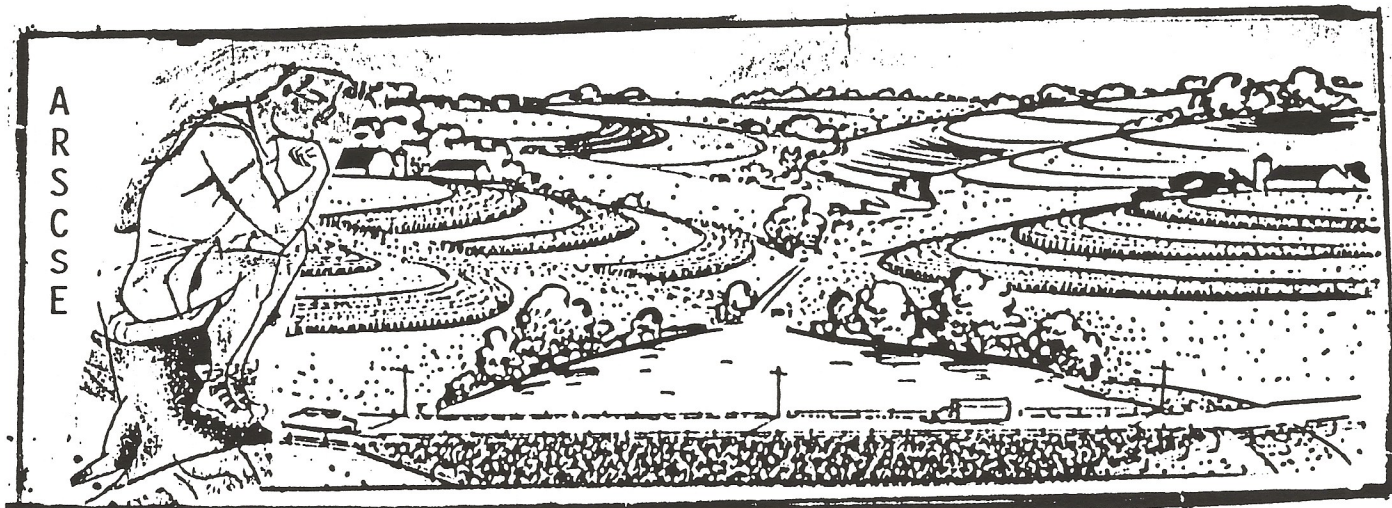
G.- Membership Directories

Starting as of January 15, 1974, ARSCSE put out its first Directory for its membership roster. It showed names and addresses of its 217 members and 14 affiliate members from 44 states. As of June 1, 1974 a "Supplement Membership List" was issued, with 508 members and 28 affiliate members from 48 states, Puerto Rico, District of Columbia and Lesotho, Africa. Issuing of membership directories has continued, predominantly on an annual basis.

H.- ARSCSE Founder Moves, November 1, 1974

For several years Don and Ruth Williams had lived in their lovely apartment on Seminary Road, Alexandria, VA. It was there that Don did much of his visualizing work toward establishing an Association of SCS retirees; and, where he wrote his report for the last 'organizing committee' meeting wherein for Dec. 4, 1973 he stated: "So, the ARSCSE was born", on this day.

It was on November 1, 1974 that the Williams moved to a senior citizens retirement home, "The Washington House", Apt. 913, at 5100 Fillmore Ave., Alexandria, VA.





## V. - GOVERNING BODY

- A.- The original Charter (Dec. 31, 1973) called for the governing body of ARSCSE to include the positions of: President, Vice-President, Secretary-Treasurer, and one representative from each of the SCS regions, to be elected by mail ballot. At that time SCS had four regions. These four positions, from regions, became known as a "Regional Representative".

Over time the states in each SCS region changed a little, but the four Regional Representative positions still prevail today. (See items 2 and 3 on page 9) Terminology for such four positions was changed to Regional Vice-Presidents in 1978; and in 1985 an addition was added to the Charter indicating where the regions are located, irrespective of SCS organizational pattern.

By how the original Charter was worded, the "Manager-Editor" is not included on the governing body, it stated: "the governing body will select a Manager-Editor x x x" position. It was not until 1991 that the Editor position, by action of the governing body, became a part of the governing body. Also, that same year, 1991, the Historian position was included, by the governing body which had created such position in 1990. In 1992 the immediate past-President position was added to the governing body. Thus, the governing body now has ten positions on it.

- B.- "Officers", from the governing body, although not so specified in the Charter, have been considered to be only the President, the Vice-President, and the Secretary-Treasurer. Incumbents in these three positions, as well as the first Editor, in the earliest years of ARSCSE, came from retirees living in the Washington DC area, as per selections of the nominating committee. Two circumstances mainly promoted this arrangement. In the early years, frequent meetings were necessary to handle a multitude of points and problems arising in moving the organization forward; and, because retirees in that area, who had much inputs with forming the organization, were available for officer positions. Thus, only final decision making that involved all of the governing body members, were left to letter and telephone communications, and at Annual Meetings of ARSCSE, to have participation of the four regional representatives. There are no records available, however, to indicate that at any annual meeting all four regional representatives were ever present, more often only one and sometimes two.

Starting in 1980, the Editor was not from the Washington DC area, in fact, he lived in Wisconsin. And, starting in 1990 the President-elect lived in Oklahoma. To have nearby residences of the officers and the Editor was no longer a need after the first six years of ARSCSE operations. By 1992 locations of residences for members of the governing body were widespread; the President in OK, the President-elect in FL, the Sec./Treas. in MD, the Editor in PA, the Historian in WI, and the East, West, South and Midwest Regional Vice-Presidents respectively in NH, AZ, TN, and IL.

- C.- There are some very good reasons for suspect that in the very beginning of ARSCSE, the regional representative, one or more, was an "Affiliate Member", on the governing body but by Charter having no voting powers. This can be known by tracing the year of retirement for SCS employees, or to know when certain persons were still with SCS. There are two main applications for this point, re: voting.



There have been no records surfaced to show how many affiliate members were, in fact, on the governing body. Likewise, no records would indicate that any problems arose, in those very early years of ARSCSE; there always was a large majority count from eligible voters on the governing body for conclusions reached, so it was of little consequence that maybe some member had no voting rights.

Also, no records are available for this history purpose, to show how many affiliate members may have voted when all members were solicited regarding ammendments to the Charter. However, except for accuracy, this is of little matter since favorable votes were of a wide majority from all counted ballots, and affiliate membership has always amounted to a relatively small percentage of total membership.

- D.- There never has been a large "turn-out" of voters for ARSCSE elections of members for governing body positions. The ARSCSE electorate is somewhat typical for USA citizens in general for national political elections. For example, the ARSCSE had 954 members in 1979 eligible to vote for nominees to fill the positions on Jan. 1, 1980. Only 283 ballots were cast, which was from only 30% of the total membership.

A member could cast three votes, for President, Vice-President and for Regional Vice-President for the region in which the voter lived. (For some unknown reason the Sec.-Treas. is not listed in the data I have; most probable is that the incumbent was the only one offered by the nominating committee, see the following "E." for name.)

The voting count was, for number of ballots:

President	-----	283
Vice-President	-----	275
Regional Vice-President:-		(282)
East	-----	65
West	-----	78
South	-----	75
Midwest	-----	64

The Charter was ammended in 1981 (see item F.-1.-b., page 8) so that thereafter the President was not elected every two years. Only the Vice-President was elected, who after serving that two-year term, starting the next year, became the President, (re: President-elect).

- E.- The following table lists the positions and names of those persons filling them, for two-year term periods, starting with the beginning of ARSCSE as an operational organization, January 1, 1974, through year 1992. The title of this table is only for generalities through year 1990; the Editor nor the Historian were not on the governing body until 1991, and then the title becomes correct.

It is evident, from the massive materials reviewed in preparation to write this "History of ARSCSE", that without exception every person listed in the following table has done a good job in filling his position. Our organization has been especially fortunate in always having a President who labored hard and thoughtfully to move ARSCSE forward toward ever increasing goals of accomplishments.



ARSCSE GOVERNING BODY MEMBERS

<u>Year</u>	<u>President</u>	<u>Vice- Pres.</u>	<u>Sec/Treazs</u>	<u>Editor *</u>	<u>VP-East</u>	<u>VP-West</u>	<u>VP-South</u>	<u>VP-MdWest</u>
1974	Roy Hoch- insmith	A.A. Klin- gbiel	Joe B. Rogers	Hal Jenkins	S. L. Tinsley	Paul McGrew	H. B. Martin	William Russell
1976	A. A. Klin- gbiel	B. D. Blakely	Joe B. Rogers	Hal Jenkins	Frank Edmister	Lee Morgan	Clyde Graham	William Russell
1978	B. D. Blakely	Joe B. Rogers	J. Gordon Steele	Robert Fox	Robert Walker	Lee Morgan	Eugene Buie	William Russell
1980	Joe B. Rogers	William Moore	J. Gordon Steele	Robert Fox	Albert Addison	A. B. Linford	Eugene Buie	Jack Densmore
1982	William Moore	William Davey	J. Gordon Steele	Robert Fox	Albert Addison	A. B. Linford	Eugene Buie	Jack Densmore
1984	William Davey	Neil Bogner	Lincoln F. Gallacher	Robert Fox	Robert Hilliard	Harry Vogt	J. Vernon Martin	Allen Fisk
1986	Neil Bogner	Robert Williams	Lincoln F. Gallacher	Robert Fox	Robert Hilliard	Jack Washichek	J. Vernon Martin	Allen Fisk
1988	Robert Williams	Clete Gillman	Lincoln F. Gallacher	Robert Fox	Donald McArthur	Merritt Burdick	J. Vernon Martin	John Gibson
1990	Clete Gillman	J. Vernon Martin	Lincoln F. Gallacher	Robert Fox	Donald McArthur	Warren Fitzgerald	Dan Holmen	John Gibson
(1991) **				Robert E. * Francis				
1992	J. Vernon Martin	James S. Bennett	Lincoln F. Gallacher	Robert E. Francis	Donald E. Ferren	Warren Fitzgerald	William G. Johnson Jr.	Robert Smith
** 1992	(Historian, added in 1991) Melville H. Cohee, appointed in 1990.							

\* "Editor" position, named "Manager-Editor" until changed in 1981, was not on the Governing Body until added in 1991.

\*\* "Historian" position was established in 1990, and added onto the Governing Body in 1991.



## VI - MEMBERSHIP

### A. - ARSCSE Charter Qualifies Membership

The qualifications mainly are in terms of employment with SCS and the Federal Government. Active membership (voting) is for those former employees, having served SCS for at least five years and who have retired from the Federal Government. Affiliate membership (non-voting) is for those presently employed by SCS or formerly in SCS but not yet retired from the Federal Government.

As a part pertaining to Affiliate membership the charter also states, "and to other persons interested in the purpose and objectives of the Association". I can find no records indicating how this provision is interpreted, or that it has caused any membership.

### B. - Early Nucleus

From Founder Don Williams' first solicitation (June 1, 1973) to 1000 SCS retirees regarding interests in forming an association, around 200 favorable responses were received, being those who potentially would become members (see pages 3 & 4 herein). He went back to those respondents (Sept. 10, 1973) to firm their membership under the proposed Charter sent to them, asking for their \$6.00 per year first dues payment. With their responses they automatically became members of ARSCSE when it was declared "born" on Dec. 4, 1973 and became operative as of January 1, 1974. These members were the first of ARSCSE, and were in the first reported count for membership, at 217 on Jan. 15, 1974 plus 14 Affiliate members, totaling 231 members.

### C. - Recruitments

1. Available records show that the Presidents of ARSCSE relentlessly have pursued SCS retirees to become members. Its first President, Roy Hochinsmith, set the pattern in sending an invitation for membership to 1200 SCS retirees. Ken Grant, Administrator, SCS at that time, had his agency cooperate by supplying names and addresses of living retirees, mainly coming from SCS State Conservationists. This cooperation continued for several years. Succeeding ARSCSE President, A.A. Klingbeil used the same letter Roy had sent. Other following presidents either used the same letter or one with very similar contents.
2. Besides solicitations from presidents, the Association's state representatives have been active in getting new members and in keeping members. Many state groups of SCS retirees meet together two, three or more times each year, mostly at ARSCSE in-state scheduled meetings or per se as retirees. At such meetings membership in the Association is stressed by the state representative or another member. Copies of the newsletter have been used to show prospective members what they will receive six times each year with their membership, and how fellowship of members is advanced.
3. When a SCS retiree reaches 90 years old, he no longer has to pay annual membership dues; this has brought in a number of new members even though it is not enriching the Association's tills. To be on the ARSCSE conservation Statesman honor roll, starting at age 83, has accounted for many new members of the Association. Some other innovative approaches have been used to retain and strengthen membership. However, the personal visit of a supportive happy member with a friend who could become a member, has caused scores of new members, and continued from the beginning of ARSCSE to be a main avenue to growth of membership.



4. There have been instances where finances of a retiree has been a temporary deterrent to membership; some retirees tend to spend much less freely as they grow older, and some by necessity with more limited income. It has taken some persuasions at times to make them come to fuller realization that having devoted their professional career to soil conservation, for their own happiness, they should not abandon keeping up with their former prime interests and friends. Written and spoken records of ARSCSE show that even this membership block often has been moved aside. The Association's governing body has had long and thoughtful deliberations before increasing membership dues (twice, from \$6 to \$8 and to \$10) even though of necessity to meet ever escalating costs for operations.
5. There has been some noticable fluctuations in membership numbers. Each year some persons drop their membership and some become deceased, while new members come aboard. The influx of SCS retirees by different years could have something to do with the increases side of the membership equation for total members. It reached the nine hundred plateau in 1977, and took three years to break out into the one thousand level in 1980. After going to 1104 in 1982, it dropped back to 1062 in 1984. It has stayed in the eleven hundred range again starting in 1987, except that it was 1217 in 1988 (see data below).

#### 6. Record of membership

The Association's Secretaries (three so far: Rogers, Steele and Gallacher) have kept the rolls for individual members and yearly totals. This has been a sizable manual job, ARSCSE records are now computerized. The numbers for Active Members, at the annual 'paid up' date, are listed below; numbers for Affiliate Members are not included, they have ranged from 14 to 35 each year.

1974 (1st year):	1/15 = 217		
6/1 = 508;	7/10 = 588		
8/1 = 652;	11/4 = 703		
1975 (2nd year):	= 816	1984 (11th year):	= 1062
1976 (3rd year):	= 859	1985 (12th year):	= 1104
1977 (4th year):	= 908	1986 (13th year):	= 1062
1978 (5th year):	= 980	1987 (14th year):	= 1111
1979 (6th year):	= 984	1988 (15th year):	= 1217
1980 (7th year):	= 1050	1989 (16th year):	= 1140
1981 (8th year):	= 1050	1990 (17th year):	= 1119
1982 (9th year):	= 1104	1991 (18th year):	= 1123
1983 (10th year):	= 1152	1992 (19th year):	= 1159

#### 7. Lifetime membership

At the annual meeting of the Governing Body, in August 1991, lifetime membership was established, at cost of \$100.00. In April 1992 there were 19 lifetime members, as reported in News Letter.



## VII.- NEWS LETTER

### A.- Layout and major content style

At the beginning of ARSCSE's news media, to be its every other month "letter" to its members, just what style of format and organizing of contents to use must have been a real challenge to the Manager-Editor. It seems obvious from studying early issues, named "News Letter", that he did quite a bit of experimenting with where to place what and in what size print. There can be little doubt but that he had no firm pattern to follow; however, get out the News Letter he did, and in good overall quality fashion. There are no records to indicate how much advice and comments went his way, but from personal knowledge about the early leaders of ARSCSE, I have no doubts but that a 'lot of fingers' got into Hal Jenkin's 'pie making' of the News Letter.

1. Layout composition in Vol 1, No 1, 1974

For the first year, 1974, the masthead was in bold, large print, "Association of Soil Conservation Service Retired Employees" (Note this carefully, does it look to be correct ?) Also, for 1974, at the left of this heading was "News Letter" in bold print enclosed in a 'block' boundary square. The address, in regular type size, was placed under the main title; and, sometimes the month of issue was on the right just below the title, or in the middle of the page. The volume number and issue number were always in the left, some spaces below the 'blocked' words "News Letter". No date was included for issue number 1 for volume number 1. Names of the seven ARSCSE officers and the editor and the consultant were shown in very small print at the bottom of the front page.

2. Starting with the January 1975 issue of News Letter, the masthead title was corrected to read: "Association of Retired Soil Conservation Service Employees", still in big, bold large print, but with nothing under it, until the first paragraph of contents. (Doesn't that name look better ?; Jenkins apologized for his great error through 1974.) The 'block' boundary square was removed from around a changed printing for News Letter, to have the word "News" even in larger bold print than for the heading, and with a line under it, then following underneath the line with word "Letter" in print case size smaller than for the main heading. And, the issue month and year were placed under the Vol. and No. item, still at the left just above the first paragraph of contents.

Furthermore, starting with the March 1975 issue, an address for the association was 'reinstated' and placed under the main captioned heading. And, names of the seven ARSCSE officers and the editor and consultant, by title, were shown across the bottom of page 1, but in bold print size. (In 1974, the print was very small.)

3. The January 1984 issue was the first to move the names and positions, previously shown at the bottom of page 1, to upper left corner, to just under words "News Letter". Along with other page captions noted above (in A.-2) the front page captions were carried on through year 1990, until Robert Fox retired from being Editor. This concluded Vol.17, No.6 with the November issue of News Letter.

4. The January, 1991, issue took on a different appearance for page 1.

- a. Name of the association was in much smaller, bold print, as were the two words "News Letter". No address was shown under the name, also this had been omitted for the last three issues of 1990. It was labeled Vol 1, No 1. All records examined hold no explanation as why the January 1, 1991 issue was not Vol 18, No 1; since the November, 1990 issue completed Vol 17. It was Vol.1 all through 1991 and still was for May 1992.



The real volume one, "Vol.1", covered those issues distributed in 1974, and it never can be replaced in identification by any subsequent uses of reference by Vol. 1.

- b. The January 1991 through January 1992 issues had the words News Letter strung out with spaces between each letter in them, except for the January 1991 when this was done only for the word News. And, an underline was below "News" for four issues, through July. The July 1991 issue had an underlining below the masthead title, i.e. under the words for ARSCSE.
- c. It was starting with the May 1991 issue that a symbol was introduced in bold, black outline placed at the extreme left of the masthead title. It looks like an upside down pear fruit with a half moon (or half circle) line under it. This 'symbol' was not on the July 1991 issue, and it reappeared for succeeding through March 1992, but was gone for the May 1992 issue.
- d. As another attention for history recordings, it is noticable that throughout all issues of News Letter, from 1974 through January 1992, the words "News Letter", which is what it is, were prominently printed on page 1, somewhere at the left of the masthead title. For the May 1992 issue the printing is so small that its former, highlighted significance is almost obliterated. With the large printed, bold masthead title, which is the name of our association, noticably standing out alone, and dominating completely the top of page 1, that the document being a newsletter is almost completely lost. These considerations are no longer in gear with historical patterns well established. It is but a technicality to pretend that any minute size print words, on page 1, makes an issue "News Letter" in fact, because it now does not appear to be that in keeping with 17 years of history. Also, the masthead title contained an address from 1974 until 1990. Then it disappeared and has not since been included.

## 5. Consultant listed

After finishing his task of starting ARSCSE, in December 1973, its Founder, Donald A. Williams, offered to become its Consultant. For the next nine years, for any major problem or decision making, Don freely gave advice. His position, "Consultant", was always listed with the roster of Governing Body members and the Editor, for each issue of "News Letter" in Vol 1 No 1 all through Vol 9 No 6. This covered the period of January 1974 through November 1982. The first time it did not appear was for the January, 1983, Vol 10 No 1 issue of "News Letter". Don Williams died in late 1982.



B.- Narrative in "News Letter" issues

The ARSCSE Charter, under its "Objectives" section in item "(4)" is "To provide a systematic communication system through a newsletter and other media to keep members informed on present and potential soil and water conservation activities carried out by the Soil Conservation Service". And, in item "(2)" an objective is "To provide items of interest to and about members as may be available including the exchange of ideas, activities and needs of SCS retirees". These objectives, as is the purpose for ARSCSE (see III.-B. & E., page 7 herein), are effected through newsletters, issued six times each year under the flag of "News Letter". From their beginning, as Vol 1, No 1, chronological numbered volumes for each year, from that January, 1974 to Vol 17, No 6, have never failed to carry on as planned; and, likewise for two more volumes but, ironically and probably by serious error, labeled "Vol 1", have carried on also for 1991 and 1992; making a total of 19 volumes (one each year) of "News Letter", (see A.-4.-a., page 17 herein). Each issue has served to perpetuate the purpose and objectives of ARSCSE.

The general type or kind of contents, in broad respects, has been of similar nature over the past years. How it was organized and packaged in a "News Letter" has varied. It has always carried items about federal legislation either 'in the mill' or as enacted, about SCS programs and specific named retiree's happenings or about their group meeting sessions, and never failed, in appropriate issues, to promote the ARSCSE Annual Meeting; plus also, of course, to remind members about payment of their dues. It has also served as the media to reach all members when any major Charter change was being considered.

1. The Vol 1, No 1 issue, January 1974, had four major sections; "Election Results"; "The Newsletter" (about its issuance and needs for members to write in about themselves, any questions, and their attitudes); "News Briefs" (concerning congressional appropriations to SCS, number of employees of SCS, use of carry-over SCS funds, 'derailing' of move to reorganize government agencies, and about "USDA 'Service Centers'"; and, for "Among The Members" had seven items of individual and group happenings.
2. By May, 1974 the seven full pages of "News Letter", Vol 1, No 3, was filled with news about such matters as: "retirees will receive the cost-of-living increase as of July 1, payable on the August check", and all about it; "The Legislative Picture", mainly about the Land Use Bill and the Strip Mining Control Bill; then on about "Ag Service Centers", "Storm Drainage Seminar"; and, "Esrys Win Award" (Dalson Esry - retired in '72, former agricultural economist and his wife won Community Service Award, in Gainesville, FL); about "Peace Corps Jobs"; and "An Experience Boner" (a school district did not heed a soil survey report made by SCS and York Co. SWCS, for school property in Saco, ME, so the installed sewage system didn't work -- cost \$18,000 to fix it right as per soils information). Also, news from members was pouring in to Hal Jenkins, Manager-Editor. He grouped all of it under "What They're Doing Now", and also under "What They Say", a total of over 60 retirees and SCS personnel, plus announcing recent deaths (Frank Mendell, Walter Loudermilk and Hal Jenkins' wife), plus that Birdette ("Blake") Blakely got married to a former SCS employee. There was no orderly location groupings for these retirees, just done by random name and their state.



3. By 1976 some issues had individual news about SCS retirees under caption "We Get Letters", and "About Members", but still no groupings by geographic major locations; nor, on into 1977 under "News About Members" or "Letters". Still, each "News Letter" was filled with the same nature of information as exemplified in earlier issues.
4. Starting with the March issue of "News Letter", Vol 5, No 2, there was a great change, definitely an improvement, in the organization of contents. The heading for the opening part reads: "Notes From The Potomac - by Hal Jenkins". It has 14 sub-paragraphs, each with beginning first words underlined, to catch the eye for importance. Also, for the first time, under raised lettering, sub-section heading, "Letters From ARSCSE Members", they are grouped by named states. Thus, year 1978 saw some worthwhile changes.
5. This "Notes From The Patomac", opening section, first place, starting in March, 1978, has held such position and caption ever since in each issue of "News Letter". But, starting in the November, 1978 issue, authorship was placed at the ending of the section, and has been the practice ever since. However, something happened for all of 1979 (undoubtedly Hal Jensins stopped writing "Notes From The Patomac"; as they became very brief and there was no author's signature. For the January and March, 1980 issues, this section got back on track, under authorship of Joe Rogers. Thereafter, with succeeding issues contents were spotty, sometimes plentiful items and other times very brief, but the section was always retained, but never signed, except that the May, 1981, Vol 8, No 3 issue did not carry this section at all, but it was back in the following issue, July, 1981. Information available on this matter, indicates that along in this period of time there were difficulties in finding someone to take responsibility for this section, and the Editor had to do with whatever bits of information that came to him. It lost its stature position in the November, 1981, vol 8, No 6 issue, it was not included. It was back again in the January, 1982, Vol 9, No 1 issue, but under caption, "News From The Potomac", but not signed; the "Notes" part of the caption came back in the next issue, March 1982, but, lo and behold ! it lost out again in the next two issues, not a trace of it in the July and September issues, 1982. Ah, ha, it came back again, in the November, 1982, Vol 9, No 6 issue, somewhat abbreviated, but it was there, unsigned. Some absences persist, it was not in the January, 1984, Vol 11, No 1 issue, but soon got going again.

Records are cloudy for names of those who took responsibility for writing "Notes On The Potomac" after what is known, as given above, for Hal Jenkins and Joe Rogers. Some place along in 1985-Lee Shields did it, then Joe Larson did it for 1986, followed by Clete Gillman for 1987-88, then John Miner for 1989-90, then Joe Haas for 1991-93, and these last three authors have signed the section. Despite 'its' problems in the early 1980's, it has never lost its clout, and currently, for the last several years, has had its very important place in the "News Letter". Responses from ARSCSE members give some glowing interest comments about this section. Perhaps a big thanks is due Bob Fox, past-Editor, for keeping it going when troubled times were prevalent.



C.- Additional section in News Letter, re: Former SCS conservation "Statesman".

1. The background for this section lies in a discussion between Bill Russell, at that time the Midwest Regional Representative of ARSCSE, and Mel Cohee, at a Wisconsin luncheon meeting in the summer of 1984. Who was the oldest living former SCS employee? They had different candidates for this honor. Mel had started with SES in the fall of 1933, on the Coon Valley, WI demonstration project, and in a few years was in the SCS Washington DC offices and was traveling all over USA; he knew a lot of the SCS 'old timers'. This discussion prompted his beginning of a research project to find factual answers to the question of who was the oldest and older persons. He wrote some 15 letters to SCS retirees whom he thought were in their mid-80's up to early 90's age; and received replies. Along about this same time it was published in the July, 1984 News Letter issue, that Ken Blair, NM had claimed he was the oldest living SCS employee; and both Russell and "Herb" Flueck, MN contested this as being factual, with their comments published in the September, 1984 News Letter.

At this early beginning Cohee set two guiding rules: the SCS retiree must be 83 years old or older; and, he must have been in a permanent position, on SCS's payroll, for five years, same as ARSCSE Charter requires for its membership (and, CCC enrollees are not eligible, as the person must have been an SCS employee).

2. First "News Letter" to include conservation "Statesman".  
In the January 1986 News Letter Vol. 13, No 1 issue, under its section "Notes From Members", "Wisconsin", Mel Cohee "reported" that he "has come up with a title for the project: "A Search for the Most Elder of Living Former Soil Conservation Service Statesman". A list of twelve names, their ages, and current State residence was given. R.Y. ( Dick ) Bailey, AL, was the oldest, age 92; and, two were the youngest, age 83, T.L. ( Lee ) Gaston, TX and H.A. ( Herb ) Flueck, MN.
3. Second "News Letter", May 1986, Vol. 13, No. 3, published happenings with "Cohee's project", under its own captioned heading, "A Search For The Most Elder Former SCS Statesman". There were 18 names on the list; Charles Hufford, CA was the oldest, age 95, and "Herb" Flueck, MN was still the youngest at age 83. This section also included some commentary by Cohee about E.V. Jotter, former Woodland Conservationist, SCS, who died in 1979 at age 100 years; and, that a Mary McKinney holds the Guinness Book Of World Records as the world's oldest living person, age 112 years.
4. In most issues of News Letter through 1987 and 1988, there was a 'report' on this subject included. Most times the list of Statesman was included, and with some featuring of one person on the list, plus some commentary inclusions that might be of interest to retiree members of ARSCSE. References were made to Mel Cohee working on the project or by other indications in the section that it was coming from him; but, it carried no by-line name of Cohee, nor did he sign it. Except for a sub-section caption listing Statesman by "The Current Statesman List", no other sub-section titles were used. By July 1987 there were 34 Statesman listed; by May 1988 it was 44.
5. Starting in 1988 a "By Mel Cohee" appeared under the News Letter's section heading, "The Most Elder Former Soil Conservation Service Statesman". And, this has been its captioned title through year 1992. The type of content was about the same as for earlier issues.





Members' interests were high regarding this section of News Letter, and a large number of complimentary letters and notes were received, not only by Cohee but also by others on the ARSCSE governing body.

6. Starting in 1990 this "Statesman" section of "News Letter" was presented in five sequential sub-parts: an introductory paragraph to add or subtract names on a listing; then "The Current Statesman" list, followed by "Some Interest Commentary", next was the "Distinctive Section", to pay tribute to one or more Statesman, and ending with a paragraph noting who had helped find newly listed Statesman and urgings to 'keep finding them', along with giving Cohee's address where to send the information.

The list of Current Statesman had grown to 84 names by end of 1990, with 19 of them over 90 years old having 2 at 100 years, and 16 in ages 83-84 group. This entire section of "News Letter" had become one of the highlights of each issue and caused favorable acclaim throughout ARSCSE membership. However, it was taking up valuable space in each issue, and some adjustments were well warranted.

7. Some decisions by the Governing Body, at its August 1991 meeting, Lexington, KY were timely about the "Statesman" section. Two of real importance resulted: first, "The Current Statesman" list would only be published in the May and in the November issues; second, the "Distinctive Section" would be moved to follow this list, or when there was not a list, to be just after the introductory paragraph(s), and then would follow for the "Some Interest Commentary" part (i.e. these two parts would just be reversed in location in the Statesman section of a News Letter issue). And, keep the commentary part short, if necessary, so that the entire Statesman section would not take up more than three pages, 2½ pages preferred, so as to hold down costs for putting out an issue.
8. Starting with the November, 1991, Vol. 18, No. 6 (as it should be, rather than as "Vol. 1, No. 6" so labeled), these new guidelines (see "7" just above) were put into vogue and continued with subsequent issues of "News Letter". By May, 1992 the total number of Statesman was 111, with 17 in the group of 92 to 101 years old (two at age 101 and one at age 99), and 22 at ages 88-91 group, then 28 in the 86-87 age group, with 30 in the 84-85 years old group, and 14 at age 83 years. Ages are always given as of the previous full calendar year, and on Cohee's control list they are slotted in sequential exacting ages (by day and month and year) so that at any time the list published can show who is older or who is younger than another Statesman.

This way of showing some honor toward the more elder retirees had become a welcome pursuit by a lot of ARSCSE members who had helped Mel Cohee with his research project. To become known as a conser-



vation "Statesman" has become a most pleasant sentiment.

D. Updating About "News Letter"

1. The September 1992 issue of News Letter in effect brought it back 'on track' into its historical pattern. The volume and numbering series was reinstated, the issue becoming Vol 19 No 5, (allowing for the Volume 18 numbers not so labeled, and on issues as it would be were there not the gap since 1990).
2. The words "News Letter" are visible on the masthead, page 1, just above the given volume number and issue number showings, and followed below for the list of officers and governing body members. Appropriate center headings are again used throughout the issue.
3. The "Notes From The Potomac", signed by Joe Haas, still holds first spot in all issues. Personal notes from members as presented by states continues to consume more space than any other featured part of the current newsletters.. Subsequent News Letters have kept on pattern as exemplified by the September 1992 issue, except for changes noted in "4" below.
4. Starting with "Newsletter" January 1993, Vol 20 No 1, Mel Cohee's part about conservation statesman has a new title, "Chronicler For Conservation Statesman". Sub-title for its second captioned part was changed to "Distinctive Account", from Distinctive Section. It was reported that there were 128 Statesman on the honor roll list.

E. Historical analyzed reviews reveal that issues of "News Letter", beginning for January 1974 through March 1993, included similar types of contents, except for the last seven years with addition of the 'Statesman' writings. The masthead identification "News Letter" is somewhat submerged and almost lost with the words for ARSCSE boldly indicating title of the document. It has gone back and forth from being called "News Letter" or "Newsletter". In 1992 it was the former, as it was originally in 1974, but in 1993 it is the later, Newsletter.

1. The volume of an issue over the last 10 years has approximately doubled, from six pages to twelve pages. A wide variety of news items have been included that caused expansion in volume of the News Letter.
2. Volume for some major subject matters covered has noticeably changed. For example, when comparing May issues in different years for contents about members of ARSCSE: 1977 had 2½ pages, 1978 had 2 pages, 1983 had 5½ pages, and 1992 had 5 pages. This is 100% increase in space while membership increased only 25% from 1977 through 1991. Submissions of news items became better organized and interest in sharings between members dramatically increased. Volume for "Notes From The Potomac" has gone from roughly one page to two pages. Addition of the "Statesman" section of an issue has not caused an increase in total pages of a News Letter. Before it was started, in 1983 issues ran around 11 total pages, and when it was included, for example in May 1992, there were still 11 pages, including the 2.75 pages for the Statesman part of the issue.
3. The Editor's job has been well done throughout all years of the "News Letter". It could be said that Hal Jenkins, the first Editor, set the broad pattern for News Letter in his 4-year term; then Bob Fox perfected it over his 13 year term. Now Bob Francis. in his first 2½ years as Editor, let it get a little derailed from traditional patterns but now has it back on track -- it again has the right volume series numbers, has center sub-headings and page numbers.

F. "News Letter" is truly the life stream blood of the ARSCSE.



## VIII. - OPERATIONS

- A. There are two main operational parts for the ARSCSE organization, namely, general management and daily work functions.
1. The broad operational policies have been laid down by the Governing Body based on its interpretations of the ARSCSE Charter. Some of the key items are that: there will be members who are retirees from SCS that pay annual dues as set by the governing body; there will be a News Letter organ, issued six times each year, going free to paid members, and prepared by an Editor appointed by the governing body; there will be an Annual Meeting for members of ARSCSE, to be arranged by the governing body; the governing body will meet at least once each year; there will be a Secretary/Treasurer of ARSCSE accountably responsible for its records; there will be election of officers to hold terms of office for two years, nominated by a committee appointed by the President, with voting by membership at large.
  2. The daily operations of ARSCSE are not covered in any by-laws or other document, rather their functioning has grown mainly from best judgments and 'how to do it' knowledge of incumbents for Secretary/Treasurer, Editor and the principal officer, President, of ARSCSE. There is no provision for an executive board or committee, from among members of the governing body, to act between meetings of the governing body. However, from available informational records, it appears that some times during the past 19 years of ARSCSE there has been actions from such an executive board composed of the President, Vice President, and the Secretary/Treasurer, with sometimes the Editor acting as an advisor. For the most part, though, throughout the years it has been the President who acted alone for decisions needed and pending a meeting of the governing body. In such cases, ratifications of the President's actions were made at the next subsequent meeting of the governing body.
- B. History of ARSCSE's operations strongly brings out that obtaining and serving membership and the newsletter preparation and distribution are its two foremost prominent functions. Impacts of these two functions are interwoven.
1. Membership records. Since ARSCSE was organized the membership records have been maintained by the Secretary/Treasurer on 3"x5" cards. The members name, address, spouse and dues payments are recorded. These records are still maintained by the Sec./Treas. even though some advancements have been made in record keeping.

In 1983 a computer program was purchased and the membership information was entered into the program's data base. The program, FCM(Apple version) is used to maintain records, print mailing labels, and to provide listings of the membership.

Mailing labels are provided the Editor for each News Letter. The labels are printed just prior to the printing of the newsletter. This permits current mailings. Prior to the use of the computer program the mailing labels were typed and then photocopied onto sheets of mailing labels.

Neil Bogner has maintained the data base and managed the data since the program was purchased. ARSCSE has compensated him for expenses and, after finishing his term as President (1988), he has received some compensation for his time. In 1992 the position "Membership" was established and Neil appointed into it by the President.



2. Membership directory. Generally an annual membership directory has been provided the members since the start of the organization. The first one was in January 1974. They have been manually typed and printed each year. The Secretary/Treasurer was responsible for getting out the annual directory.

With the availability of the computer program it has been a simple process to print camera ready listings of the membership, by states, for the directory. The copy is prepared and sent to the Sec./Treas. for final compilation before sending it to the Editor. The Directory is printed and mailed with the May issue of the News Letter. Directory changes are usually provided a couple of times each year so that the Directory can be current for the members use.

3. Some special services. The ARSCSE's data base on membership and the computer program permit providing special services to the officers and to state and local sections of ARSCSE. Mailing labels are available as desired and requested for leadership to get in touch with their constituency.

### C. Financial Affairs.

1. From the very beginning of ARSCSE, in 1973, its sponsors have been keenly aware about its financial circumstances and very protective of its income. It is financed entirely from membership dues plus some earnings from surplus funds accumulated over the years. There has always been an over-riding objective to keep costs of membership fees as small as possible while meeting expenses for ARSCSE operations. For the first nine years (1973-74 to 1982) dues were kept at \$6.00, then higher inflationary costs and more volume for the newsletter made it necessary to raise dues to \$8.00 per year. However, again this source of more income only kept pace with added costs for less than six years (1983-1988) when it became apparent that a \$10.00 annual membership would be necessary to provide income sufficient to meet most of the costs for operations. Starting for 1989 and currently through 1993, the fee for membership has been \$10.00 per year. Also, there are now, through year 1992, twenty-six paid life memberships at \$100.00 each.
2. Administration costs include some salary for each of three persons; the Editor, the Secretary/Treasurer, and the Membership director. Postage and incidental expenses of governing body members are reimbursed by ARSCSE. Also, partial expenses for their attending the Annual Meeting of the governing body are reimbursed.

General administrative expenses have roughly doubled (100%) for each of the last 10 or 11 years as compared to that for the first 9 years life of ARSCSE. Yearly costs for the News Letter have gone up by roughly 76% increase in those same comparative years. Size of membership has not changed too much in the last several years, but unit costs for operational functions necessary to keep ARSCSE a thriving and high quality organization, have noticeably increased. Retention and increase in membership can be possible only if ARSCSE operates in a high class manner and the members are proud of it. This takes money, and historically ARSCSE has used it well.

3. Year-end financial status (see table - "ARSCSE Financial History ") It took seven years for the association to build a year-end balance of \$10,000. It took six more years to double that amount, and have at least \$20,000 accumulated after all expenses were paid. For the



last six or seven years at least this amount has been held at each year-end. However, for years 1991 and 1992 taken together, expenses have exceeded equivalent annual income by about \$2500 (averaging at about \$1250 for each of these two years). Should these incomes and expenses hold fairly constant for a future year(s), present surplus at end of 1992 would meet annual deficits for the next 15 years. It is unlikely, however, that ARSCSE officers will let annual deficits continue for any appreciable number of future years. Favorable precedents to the contrary are too prevailing in its history for any set of current officers to tolerate reduced performances in comparison with those of earlier leaders of ARSCSE.

The following table, "ARSCSE Financial History", gives a breakdown by years for income and expenses and year-end balances. It affords a quick picture of the past finances of ARSCSE, in broad summary items (on page 27).

#### D. ARSCSE Annual Meeting.

Actually its Charter does not require ARSCSE to hold an annual meeting. The Charter does, however, emphasize systematic communications to keep members informed about soil and water conservation activities, and for sharing experiences among members. Along with news media and other written communications, the opportunity for visitations among members at an annual meeting is in keeping with the purposes for ARSCSE. There too is where certain business transactions of the association can and does take place. The annual meeting for ARSCSE is held within the time frame of days when the Soil and Water Conservation Society (SWCS) holds its Annual Meeting and at the same location. They are separate meetings, it is not necessary to register for one of them to attend the other.

The first Annual Meeting of ARSCSE was on August 12, 1974, Syracuse, NY. For each succeeding year since then there has been an annual meeting; the last one was on August 11, 1992, Baltimore, Maryland. It came to be known right at the first as the "Annual Banquet Meeting", which is the only part for the annual meeting.

The customary pattern for this meeting is: 6:00 to 6:30 p.m. to 7:30 to 7:45 p.m. social hour; cocktails and visitations. Then into the banquet room for program and dinner (by advanced sales of banquet tickets, social hour servings not included). Officers and special guests are introduced. The President gives updating on business status of ARSCSE, including a report on actions taken at the last meeting of the governing body (usually that same day). The Secretary/Treasurer makes his report. A top official of SCS presents what are some main things happening with SCS and future outlooks. Then follows some program entertainment, very often it is high quality musical presentations. The meeting concludes at around 10:00 to 10:30 p.m.; attendance usually has been from 105 to 140 people. Compliments for great enjoyments have always been numerous from attending members.



# ARSCSE FINANCIAL HISTORY

Year	Per Yr.	Dues (\$) Total	Interest Income (\$)	TOTAL INCOME (\$)	Admin-istrat-ion	Expenditures (\$) News Letter	TOTAL	Year-end BALANCE (\$)
1973/74	6			5778	940	2644	3584	2194
1975	6	5978	55	6033	1512	2211	3723	4504
1976	6			6599	2249	3022	5271	5832
1977	6			6943	2471	2913	5384	7391
1978	6	6036	424	6460	1802	4032	5834	8017
1979	6	6875	275	7150	1138	4469	5607	9560
1980	6	6260	830	7090	1705	4228	5933	10717
1981	6	6661	1572	8233	2037	4900	6937	12013
1982	6	9407	1340	10747	4042	5084	9226	12534
1983	8	9318	1027	10345			10253	13626
1984	8	9775	361	10136	3299	5042	8341	15909
1985	8	10976	1035	12011	4662	4976	9638	18288
1986	8	10800	935	11735	3313	5684	8797	21027
1987	8	9185	987	10172	3526	6690	10216	20983
1988	8	10122	1172	11294	3463	6579	10042	22235
1989	10	12058	1471	13529	3943	8915	12858	22906
1990	10	10670	1314	11984	4130	7508	11638	23252
1991	10	4929 1/	1117	6046	4393	7519	11912	17386 1/ 2/
1992	10	16557 1/	641	17198	4110	8823	12933	21651 3/

1/ Dues notice delayed, so dues not received until 1992. 2/ Includes 23 life members, \$2300.  
3/ Includes 3 additional life members, \$300.



E. Overall Operations -- current and future.

1. It seems obvious that the load of work for ARSCSE is ever increasing. Also, currently pending is the development of new by-laws and needed ammendments in the Charter, if not in fact to have a restructuring whereby the association would have a new Constitution with much of its present Charter resting in its by-laws. Also, much work is going on to select a logo for ARSCSE. And, the governing body is considering a possible honor award for outstanding performances of selected meritorious members.
2. This item VIII.-E.-2. concludes the first composed "History Of ARSCSE". Future annals will be added in coming years.

One historical conclusion can be that in all respects the organization ARSCSE has so far met the objectives envisioned by its Founder and early forefathers with ample serving of the purposes laid out for it. Only time can tell if the strong kindred feelings of one SCS employee with another in the first 50 or more years of SCS will continue over the next quarter to half century. It is such feelings going on into retirement life that provided the bondage leading to membership in ARSCSE and its wonderous operations. If an SCS retiree is not proud of his accomplishments in SCS and the close, friendly working relations with other fellow employees, chances are good he or she will not care to belong to the ARSCSE. The historical legacy for ARSCSE rests in the Soil Conservation Service (SCS), and to a considerable extent the long-time future for ARSCSE rests in the performances of that same organization, SCS.

